

**Iowa Criteria
For Meeting the NCLB Requirements
For Highly Qualified Teachers**

Or

**HOUSSE
(High Objective Uniform State Standard of Evaluation)**

All Iowa teachers must meet requirements of the Iowa Administrative Code for their specific teaching assignment. No teacher may be employed by a school district unless they hold a beginning or standard license to teach. Iowa does not grant emergency licensure to individuals who have not completed their baccalaureate degree in a State Board of Education approved practitioner preparation program.

To meet NCLB requirements, teachers who were first certified to teach in Iowa on or before June 30, 2002, and who retain a valid license are considered highly qualified in the area of teaching responsibility if they meet the requirements listed below for each level.

These requirements represent the Iowa "High Objective Uniform State Standard of Evaluation" or "HOUSSE" as authorized by the federal program, No Child Left Behind (NCLB).

Admission and Pre-service Levels:

To be admitted to a teacher education program in Iowa, an individual must achieve a designated score on a basic skills entrance examination. Each candidate must demonstrate proficiency on rigorous standards and competencies through performance on multiple assessments on content knowledge, professional knowledge, and pedagogy. The assessment system of each teacher preparation institution is part of the approval process of the State Board of Education.

All teachers graduate from Iowa approved teacher preparation programs with a baccalaureate degree and have completed coursework equivalent to a major for the endorsements needed for specific teaching assignments. Each teacher candidate must be recommended by the college and complete a background check in order to obtain an initial license in Iowa.

Beginning Teacher Level:

Each beginning teacher must successfully complete a two-year sequential mentoring and induction program based on the eight Iowa Teaching Standards. Standard #2 of the eight standards requires competence in subject matter or content knowledge. Each beginning teacher is also comprehensively evaluated on the Iowa Teaching Standards. The evaluation must be completed by an educator who has completed evaluator training, has demonstrated competence in the area, and is licensed by the Board of Educational Examiners. The beginning teacher must demonstrate competence on the Iowa Teaching Standards as determined by the comprehensive evaluation in order to be recommended for a standard license.

Career Teacher Level:

After July 1, 2005, all career teachers, or those who possess a standard license, will be evaluated on the Iowa Teaching Standards. These teachers must continue to demonstrate competence through performance evaluations conducted at least once every three years by a certified evaluator. Career teachers will develop an individual career development plan that is aligned with the district's long-range student learning goals and the Iowa Teaching Standards by July 1, 2005. Each school district must provide access to professional development opportunities. This access is available through the district's career development plan. This plan is included in the district's comprehensive school improvement plan (CSIP) which must be approved by and placed on file with the Iowa Department of Education. This career plan must align with the Iowa Teaching Standards, student achievement goals, and support the development needs of the district's teachers.

The following chart illustrates a delineation of requirements for each level:

IOWA'S HIGHLY QUALIFIED TEACHERS

TO BE HIGHLY QUALIFIED, TEACHERS IN CORE ACADEMIC SUBJECTS MUST SATISFY THE FOLLOWING REQUIREMENTS	TEACHERS APPLYING FOR AN INITIAL IOWA LICENSE	CURRENT TEACHERS
A. Degree	Hold a valid baccalaureate degree with an endorsement (equivalent to a major) in specific content areas required for licensure to teach in the state of Iowa.	* Hold a valid baccalaureate degree with an endorsement (equivalent to a major) in specific content areas required for licensure to teach in the state of Iowa.
B. Licensure	State License. All teachers must complete a full academic major or the equivalent for specific content areas required by the state of Iowa. An initial teaching license is issued to all individuals who are new to the profession.	<p>* State License. In order to receive a Standard Teaching License, beginning teachers must participate in a two-year mentoring and induction program and be evaluated by a trained and licensed evaluator who must certify that the teacher is competent on all eight of the Iowa Teaching Standards.</p> <p>Career teachers (those who have successfully completed their first two years of teaching) must complete six units of continued training to renew their license to teach. These units may be gained through approved professional development programs that emphasize research-based strategies.</p>
C. Subject Matter Competency	<p>1. Complete an Iowa approved practitioner preparation program that requires candidates to:</p> <ul style="list-style-type: none"> a) Pass a standardized, test on Language Arts and Math as a condition for pre-admission to a teacher education program.**** b) Complete at least one teaching area major or the equivalent.*** c) Complete a rigorous performance based preparation program that uses multiple assessments to verify 	<p>1. Beginning Teachers (1st and 2nd year)</p> <ul style="list-style-type: none"> a) Mentoring and Induction: Complete a state approved two-year, sequential mentoring program based on the Iowa Teaching Standards. Iowa Teaching Standard #2 focuses on subject matter content knowledge. b) Evaluation by Approved Teacher Evaluators: Trained and state licensed evaluators evaluate all beginning teachers on the Iowa

TO BE HIGHLY QUALIFIED, TEACHERS IN CORE ACADEMIC SUBJECTS MUST SATISFY THE FOLLOWING REQUIREMENTS	TEACHERS APPLYING FOR AN INITIAL IOWA LICENSE	CURRENT TEACHERS
	<p>competence in:</p> <ul style="list-style-type: none"> (1) Subject matter knowledge at the appropriate level* (2) Pedagogical knowledge at the appropriate level (3) Ability to apply knowledge of content and pedagogy to practice at the appropriate level** d) Complete a criminal background check. e) Receive higher education institutions' recommendation for state licensure. <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> 1. Complete an out-of-state practitioner program, and 2. Receive out-of-state licensure/certification, and 3. Meet any Iowa standards that are deficient with the out-of-state preparation and/or licensure. 	<p>Teaching Standards. Iowa Teaching Standard #2 focuses on subject matter content knowledge.</p> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> 2. Career Teachers (more than two years of teaching): <ul style="list-style-type: none"> a) Evaluation by Approved Teacher Evaluators by July 2005, career teachers will be evaluated on the Iowa Teaching Standards. Iowa Standard #2 focuses on subject matter content. Evaluations must be conducted by trained and Iowa licensed evaluators. b) Career Development Plans: Beginning in July 2005, career teachers will develop individual career development plans that are aligned with the district's long-range student learning goals and the Iowa Teaching Standards. Iowa Standard #2 focuses on subject matter content. <p>Additionally, each district must include a career development plan in their CSIP. This plan must be aligned with the Iowa Teaching Standards (Standard #2 focuses on subject matter content knowledge), student achievement goals, and the needs of the district's teachers. The Iowa Department of Education must approve the district CSIP plans.</p>

*Institutions use a wide variety of procedures and instruments to assess subject matter content knowledge. Examples include: cumulative grade point average, grade point average in the major and/or in the professional education core, unit and lesson plans, required portfolio contents, recommendations by subject area faculty, evaluations by cooperating teachers during field experiences and/or student teaching, etc.

**The ability to apply knowledge of content and pedagogy to practice is assessed during multiple field experiences (a minimum of 50 clock hours prior to student teaching) plus a minimum of a full semester of student teaching.

***The equivalent of a major is defined by the state licensure rules for adding an endorsement. In most cases, the endorsement requires a minimum of 24 hours.

****Pre-admission basic skills test: Each institution must administer a standardized test that assesses candidates basic skills (at least language arts and math). Many institutions use the PRAXIS I test. Candidates must meet or exceed the minimum cutoff score in order to be admitted to a teacher preparation program. Admission is denied to any candidate who does not meet the required score.

NOTE: Iowa teachers are licensed at one of the following levels: early childhood, elementary, or secondary. Middle school teachers complete the middle school endorsement that must be added to either an elementary or a secondary level license.